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EXTRAORDINARY

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HARYANA GOVERNMENT

LABOUR DEPARTMENT

Notification

The 19th May, 2025

No. I.R.-II-Exempt/NS (W)/Mgt/2025/53/16006.— In exercise of the powers conferred by Section 28 of the Punjab Shop and Commercial Establishments Act, 1958 (Punjab Act 15 of 1958) read with rules framed under the said Act, and all the powers enabling him in this behalf the Governor of Haryana hereby exempts **Teleperformance Global Business Pvt. Ltd., Block 3, DLF Down Town Commercial Site, Block-V, DLF City, Sector 25A, Gurugram** from the operation of the provisions of section **30** of the Punjab Shops and Commercial Establishments Act, 1958 for a period of **One Year** from the date of publication of the notification in the Official Gazette subject to the following conditions:-

1. No application for grant of exemption shall be entertained unless received by the Labour Commissioner or Chief Inspector of Shops of Haryana within one month prior to the date of commencement of the period in respect of which the exemption is prayed for.
2. Such exemption will be valid for one year from the date of order of exemption unless there is any change of security, transportation agreement and other details of occupier/director/ manager.
3. It shall be the duty of the employer or other responsible person at the workplaces or institutions to present at deter the commission of acts of sexual harassment and to provide the procedures for the resolution; statement of victim or prosecution of acts of sexual harassment by taking all steps required as per the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and Rules framed thereunder (hereinafter referred as POSH Act). The employer/occupier must submit a copy of Annual Return which is to be submitted to the District Authority under the POSH Act and also to the Labour Commissioner, Haryana.
4. Each employer shall submit a declaration that they have obtained consent from each women employee to work during night shift 08:00 PM to 06:00 AM.
5. The employer shall provide proper lighting not only inside the shop/establishment, but also surrounding of the shop/establishment and to all places where the female employees may move out of necessity in the course of such shift.
6. Sufficient security guards shall be provided during the night shift.

7. The employer shall provide transportation facility to the women employees from their residence and back. Security guards (including female security guard), well trained & responsible drivers, proper communication channels shall be provided in each vehicle. Other practical measures such as installation of CCTV cameras, GPS etc. may also be provided in each vehicle to ensure the safety and security of women workers.

Provided that a women workers may opt out of transportation facility by giving her consent if she is willing to come to workplace by herself.

Provided further that the occupier may pool the transportation facility by tie-up with the external transporters.

8. The occupier or manager shall see that the women workers are employed in a batch of not less than four. However, in IT/ITES sector quorum may be relaxed for any women in senior position (earning more than one lakh per month) when she given consent to work in night.
9. Appropriate medical facilities by engaging a doctor/female nurse shall be provided during the night shift. However, the occupier may pool the ambulance services and other necessary medical facilities by tie-up with the nearby hospital to meet any emergent situation during the night shift. The important telephone numbers such as hospital, Ambulance, Police etc. shall also be displayed at prominent places.
10. Wherever the establishment/management provides boarding and lodging arrangements for the women employees, the same shall be kept exclusively for the women under the control of women wardens or supervisors.
11. In other respects, the provisions of the Punjab Shops and Commercial Establishments Act, 1958 as amended from time to time and the rules of other statutory provisions with respect to the hours of work and the payment of Equal Remuneration Act and all other Labour Legislations shall be followed by the employer.
12. The employer shall be at liberty to employ women employees as a whole or in part during night shift, provided, the above directions be complied with.
13. The above are subject to compliances of EPF, ESI and Haryana Labour Welfare Fund, Haryana.

*** The application may kindly be submitted to this office within 30 days before the expiry date, next time.**

MANI RAM SHARMA,
Labour Commissioner, Haryana.